



BEHAVIOUR POLICY

Last Reviewed	August 2024
Reviewed by	Naomi Fearon
Reviewed by Governors:	
Governor Names:	
Next Review	August 2025

Introduction

At Take 1 Studios, we believe that all students should understand and uphold the expected standards of behavior. We are committed to fostering these standards to encourage positive behavior and nurture strong relationships within our school community, built on trust and understanding. Through this policy, we aim to support students in developing a high level of social awareness, ensuring they leave Take 1 equipped with the essential skills needed for future success.

Our goal is to instill qualities such as cooperation, responsibility, courtesy, and respect for others. We strive to meet the needs of everyone, enabling all to succeed in a stimulating, safe, and enjoyable environment while fostering respect for ourselves, each other, and our school community.

Taiwo Bamiduro is the lead for behaviour mentoring and has close working relationships with both students and staff working here at Take 1. Taiwo is involved in tutorials for the students that attend at Take 1 and works closely with setting individual goals and targets, as well as incorporating teamwork values to enhance positive relationships and everyday life skills.

Policy Aims

This policy aims to:

- Clearly define what constitutes 'good behavior' for all members of Take 1 Studios, including students and parents.
- Encourage a positive learning environment where students show respect toward each other and staff, and where effort, hard work, and good behavior are recognized and rewarded.
- Ensure that staff play a central role in promoting good behavior and addressing misconduct.
- Provide clear procedures and interventions for responding to both positive and negative behavior.

Our Expectations for Students

We aim to guide students to:

- Take responsibility for their own behavior.
- Develop social and emotional skills within a supportive learning environment that promotes the well-being of all.
- Contribute to creating a positive and orderly atmosphere conducive to teaching and learning, where students feel safe and valued.
- Show respect for property and the environment.

Attendance

Achievement Mentors support students to achieve high levels of attendance, with various support mechanisms in place. Take 1 Studios adheres to the same attendance requirements as any school and has a legal obligation to report excessive absences to the relevant authorities. (Refer to the Attendance Policy for more details.)

Students are not allowed off site at Take 1. Any student who leaves site during the school day without a valid reason (i.e a medical appointment) and without permission will be classed as having absconded. Parents will be contacted and the police informed where necessary. Please see our absconding policy for further detail.

As part of the Positive Reward System:

- Postcards for attendance will be sent at the end of each term.
- Full-time students with over 80% attendance per term will receive a postcard home.
- Part-time students with over 70% attendance per term will receive a postcard home.

(Note: Punctuality is essential, as lateness can impact attendance. This also includes being late to lessons)

Procedures for Promoting Positive Behavior

Our procedures outline how the behavior expectations at Take 1 Studios can be achieved and maintained. Their success lies in consistent application by everyone involved.

Students typically respond positively when treated with respect and fairness, albeit firmly when necessary. This includes:

- Receiving effective teaching that is well-planned, appropriately paced, challenging, and differentiated to meet diverse student needs.
- Feeling that their work and efforts are valued.
- Knowing what to expect from their teachers.
- Recognising their membership in the Take 1 community.

Take 1 Studios has implemented a range of rewards to encourage and praise good behavior, as well as clear sanctions for those who do not adhere to the behavior policy.

Students who make poor choices will have the opportunity to correct their behavior before facing consequences. They will also have a chance for a fresh start in the next lesson with the same teacher. Staff are trained to always assume the best in students. Similarly, students returning from a Fixed Term Exclusion are offered a "reset" and a fresh start in their lessons and around the school.

Behavior Management Procedure

Discipline: This involves teaching students the correct way to behave or the state of being able to do so. Students receive induction and training to practice the routines that are integral to the culture at Take 1 Studios.

Management: This refers to reinforcing behavior through consequences and rewards (e.g., Arbor and Good Behavior points). Our management system is designed to allow staff to respond to behavior quickly and consistently. Staff are trained not to rely excessively on the management system but to address the root causes of behavior issues.

Control: We equip our teachers with the skills and authority to motivate students to follow instructions, regardless of the consequences. We believe that enlightened control enhances student freedom and well-being.

Influence: Our goal is to inspire students to want to succeed, shifting from merely "behaving" to "believing." Influence is the most significant driver of student success, as it operates even in the teacher's absence because students are motivated by their own aspirations.

Engagement: We strive to engage students in meaningful activities, helping them see themselves as positive and productive individuals.

Access to This Policy

This document is accessible to students, staff, parents, and governors. It is monitored throughout the year and reviewed annually. As a working document, it aims to be clear and concise. It can be found on the Take 1 Studios website.

Setting Targets

Students meet with their Tutor at least once a fortnight for one-on-one support. During these meetings, behavior targets are reviewed, and any areas of concern are addressed. Tutors work with students to set goals and determine how they can support continued positive behavior and choices. These meetings also serve as a platform for praising students and recognizing their achievements.

A Code of Conduct (see Appendix A) applies throughout the center and provides clear guidance on expected behavior standards. Additionally, each student signs the Pupil Agreement during their admission meeting, outlining the expectations for both the student and the school.

Positive Reinforcements Procedure

Take 1 Studios is committed to using positive reinforcement as the primary tool for behavior management. We believe that rewarding good behavior is far more effective than sanctioning poor behavior. Rewards are intended to be a natural part of life at Take 1, not something to be earned. Rewards will only be forfeited if poor behavior is displayed.

Rewards:

- **Verbal praise:** Used as often as appropriate, with staff identifying the specific behavior being praised.
- **Phone calls home:** Staff will contact parents/carers to highlight student achievements or improvements.
- **Certificates/Letters from the Education Lead:** Sent home to acknowledge achievements and improvements.
- **Postcards:** Issued as a reward (or concern) for attendance.
- **Behavior points:** Good behavior points can be exchanged for weekly rewards, such as a treat. The behavior system will be visible to students in the classroom.
- **Logging behavior:** All poor/good behavior will be logged on Arbor.

Levels of Disruption and Consequences:

- **Low level (-1 & 2):** Isolated incidents, such as swearing, talking over the tutor, refusal to remove outerwear, etc.
- **Mid-level (-3 & 4):** More severe incidents, such as repeated swearing, leaving class without permission, etc.
- **High level (-5):** Serious disruptions leading to isolation with senior leadership, such as persistent lack of respect, refusing to hand in mobile phones, etc.

Term End Treats: Depending on behavior throughout the term, students can enjoy special activities, such as takeaways, restaurant outings, bowling, cinema trips, biking, or mini golf.

Managing Serious Incidents

Physical Intervention (Reasonable Force): If a student's behavior cannot be managed using standard strategies, further action may be necessary. Such interventions should be reasonable, part of a planned process, and include distraction, physical presence, and various de-escalation strategies. Physical intervention should only be considered when it is clear that no other option will create a safe environment for all involved.

Each student has an individual risk assessment outlining known risks, triggers, and the best approach for each individual.

Physical intervention may be necessary if:

- A student poses a serious danger to themselves or others.
- A student is about to engage in a fight or cause harm.
- A student is at risk of causing serious damage to property.

Physical intervention may include:

- Interposing between students.
- Blocking a student's path.
- Leading a student away by the hand or arm.
- Using a hand to guide a student or, in extreme circumstances, applying a more restrictive hold by trained staff.

Such interventions should be brief and aimed at restoring a safe environment. Assistance from another staff member is advisable, and physical intervention should only be performed with a second staff member present. Staff should remain calm and continue to communicate with the student, making it clear that intervention will cease once it is no longer necessary.

The Education Act 1996 allows teachers to use reasonable force to control or restrain students. Other authorized staff members may do so as well, provided they have received proper training.

After any incident, staff must inform the Education Lead and submit a written report. Records of physical interventions will be kept for future reference and parents/carers will be informed.

Serious Incidents: Should be reported to the Headteacher for appropriate action. If police involvement is necessary, the Headteacher will report to 111, and in severe cases, 999. Take 1 Studios works closely with other agencies to respond to serious incidents and share information.

Drug and Alcohol Incidents: For incidents involving drugs or alcohol, refer to the Management of Drug-Related Incidents Procedure in the Drug and Alcohol Policy. Serious incidents may result in Fixed Term Exclusion, as authorized by the Education Lead.

Serious Incident Report Forms should be submitted directly to the Headteacher. In their absence, the report should be given to the Deputy Head, with a copy left for follow-up.

Searching Students: If there is reasonable suspicion that a student has drugs or alcohol, Take 1 Studios can and will search them. All searches must be authorized by the Education Lead, conducted with consent, and witnessed by a second adult. Parents/carers will be informed of the search and its outcome, and if consent is not given, the police will be involved.

Damage to Property or Equipment: Incidents of criminal damage will be taken seriously. Depending on the severity, the student may be offered restorative work, parents/carers may be charged for repairs, and the police may be involved.

Exclusions

Take 1 Studios may exclude a student for a fixed term or multiple fixed terms totaling up to 15 days in one academic year. If a student is excluded for 15 days in a year, the Headteacher and Senior Education Lead will determine if further exclusions are warranted, in consultation with the Local Authority.

A student will only be excluded after other options, such as alternative measures, have been considered. When a student returns from exclusion, staff must provide the student with an opportunity for a fresh start. The Education Lead will convene a reintegration meeting with the student and parents/carers to review the student's risk assessment and behavior plan.

If the Senior Leadership Team believes that a student's behavior is incompatible with the safety and well-being of other students, the Headteacher may recommend a permanent exclusion. The Local Authority will be consulted before a final decision is made.

Take 1 Studios follows the procedures outlined in the Exclusions Policy to ensure a fair process.

Fixed Term Exclusions: These will be issued for behaviors that pose a threat to others' safety, disrupt the learning environment, or undermine the school's positive culture. The duration of the exclusion will be determined by the Education Lead, considering the student's history and the severity of the incident. Exclusions will be logged in the school's records, and parents/carers will be notified immediately.

During the exclusion period, the school will provide work for the student to complete at home, and a reintegration plan will be developed in preparation for their return.

Permanent Exclusions: Permanent exclusion is a last resort and will only be considered for the most severe and persistent breaches of the behavior policy. Before recommending permanent exclusion, the school will explore all possible alternatives, including managed moves or placements in alternative provision.

If a student is permanently excluded, the Local Authority will be notified, and the student will be provided with education in another setting while the appeals process is carried out.

Conclusion

Take 1 Studios is committed to creating a positive and safe learning environment where students are encouraged to make responsible choices and develop into respectful, well-rounded individuals. By promoting positive behavior and addressing misconduct consistently and fairly, we aim to help all students reach their full potential and contribute to the school community's success.

This policy is subject to annual review by the Senior Leadership Team and will be updated as needed to reflect changes in legislation or school practice. The most recent version will always be available on the Take 1 Studios website, and stakeholders will be informed of any significant changes.